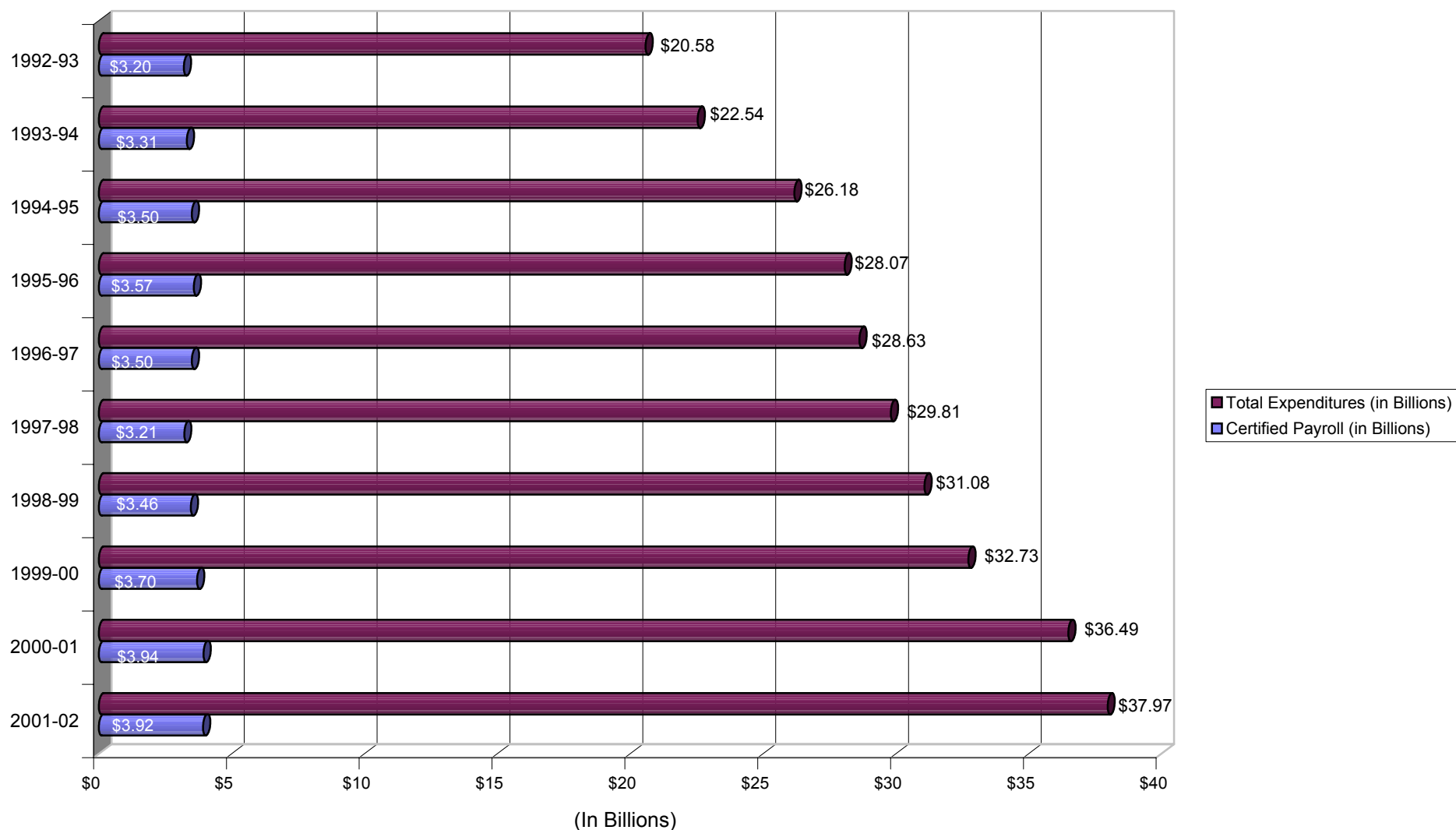


## SECTION TWO

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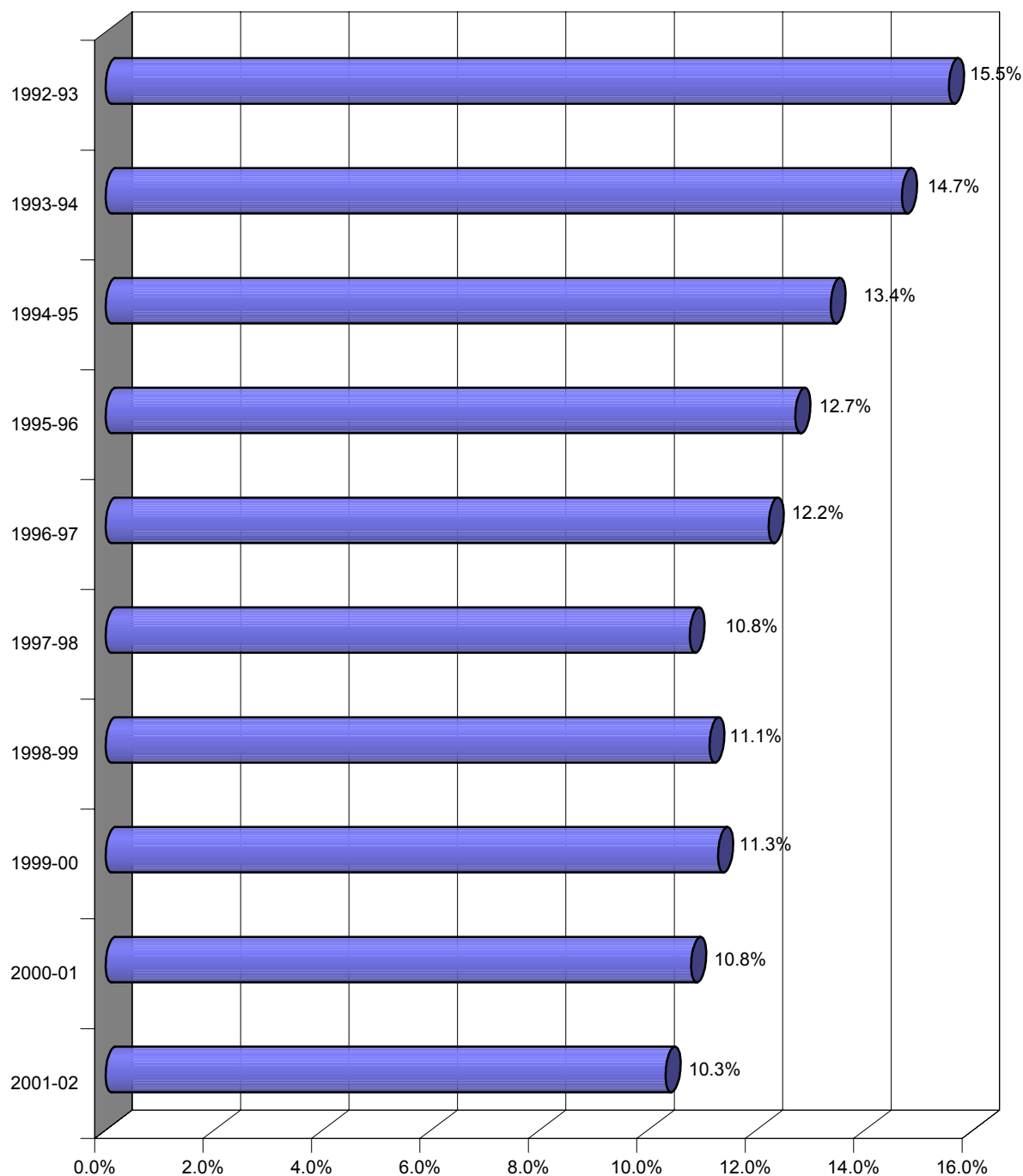
# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**

### Trend of Total State Expenditures Compared to Total State Classified Payroll Fiscal Years 1992-93 through 2001-02



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service. Classified Payroll figures include all direct and indirect payroll items.

**STATE CLASSIFIED PAYROLL  
AS A PERCENT OF TOTAL STATE EXPENDITURES  
Fiscal Years 1992-93 through 2001-02**



Source: Total State Expenditure data is from the Schedule of Expenditures by Function, from the Comprehensive Annual Financial Report (CAFR) issued by the Department of Management and Budget, Office of Financial Management. Classified Payroll figures are from the Certified Aggregate Payroll Report, Financial Services Program, Department of Civil Service.

# AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY HRS DEPARTMENT

Table 2-1

PAY PERIOD ENDING SEPTEMBER 28, 2002

HRS DEPARTMENT NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
AGRICULTURE	664	1%	44.9	\$22.39	417	63%
ATTORNEY GENERAL	514	1%	47.8	\$32.05	401	78%
AUDITOR GENERAL	172	0%	39.0	\$28.61	105	61%
CAREER DEVELOPMENT	1,058	2%	48.3	\$22.93	796	75%
CIVIL RIGHTS	162	0%	45.4	\$23.09	109	67%
CIVIL SERVICE	195	0%	46.8	\$25.02	159	82%
COMMUNITY HEALTH	5,116	9%	47.0	\$21.81	3,907	76%
CONSUMERS & INDUSTRY SERVICES	3,586	6%	47.7	\$22.71	2,789	78%
CORRECTIONS	17,576	30%	42.4	\$20.24	12,918	73%
EDUCATION	379	1%	49.0	\$24.41	277	73%
ENVIRONMENTAL QUALITY	1,499	3%	44.5	\$24.64	1,159	77%
EXECUTIVE OFFICE	49	0%	37.8	\$21.02	18	37%
FAMILY INDEPENDENCE AGENCY	11,920	20%	46.5	\$20.47	8,987	75%
HISTORY ARTS AND LIBRARIES	318	1%	39.6	\$17.63	133	42%
MANAGEMENT & BUDGET	1,716	3%	45.1	\$22.83	1,206	70%
MILITARY AFFAIRS	960	2%	45.6	\$18.85	681	71%
NATURAL RESOURCES	2,680	5%	41.2	\$16.54	1,302	49%
STATE	2,017	3%	44.4	\$18.66	1,348	67%
STATE POLICE	3,077	5%	40.3	\$22.84	2,375	77%
TRANSPORTATION	3,109	5%	43.4	\$21.51	2,168	70%
TREASURY	1,662	3%	46.1	\$22.38	1,207	73%
<b>STATEWIDE TOTALS</b>	<b>58,429</b>	<b>100%</b>	<b>44.4</b>	<b>\$21.02</b>	<b>42,462</b>	<b>73%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, workers compensation or non career in primary positions only.

Table 2-2

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE**  
**Fiscal Years 1997-98 through 2001-02**

<b>Salary Range</b>			<b><u>1997-98</u></b>	<b><u>1998-99</u></b>	<b><u>1999-00</u></b>	<b><u>2000-01</u></b>	<b><u>2001-02</u></b>
\$8,000	-	8,999	0	0	0	0	0
9,000	-	9,999	0	0	2	0	0
10,000	-	10,999	11	0	0	2	0
11,000	-	11,999	6	1	0	0	0
12,000	-	12,999	296	247	11	1	0
13,000	-	13,999	568	544	12	0	1
14,000	-	14,999	200	211	402	364	47
15,000	-	15,999	126	152	323	167	397
16,000	-	16,999	6	20	217	29	192
17,000	-	17,999	145	15	26	286	314
18,000	-	18,999	7	16	19	19	17
19,000	-	19,999	336	5	3	10	20
20,000	-	20,999	126	530	436	183	162
21,000	-	21,999	69	187	95	231	156
22,000	-	22,999	497	56	191	145	88
23,000	-	23,999	360	540	206	70	108
24,000	-	24,999	916	461	439	252	118
25,000	-	25,999	951	877	608	262	236
26,000	-	26,999	683	1,002	1,399	689	268
27,000	-	27,999	633	734	727	946	498
28,000	-	28,999	1,433	932	801	822	546
29,000	-	29,999	1,493	961	948	644	424
30,000	-	30,999	2,328	1,785	857	983	650
31,000	-	31,999	4,115	4,744	2,080	1,504	1,176
32,000	-	32,999	4,431	1,646	4,268	1,098	1,026
33,000	-	33,999	1,247	4,152	1,662	4,385	2,310
34,000	-	34,999	2,508	1,278	3,925	1,315	3,084
35,000	-	35,999	2,063	2,584	1,357	4,174	3,851
36,000	-	36,999	7,574	2,084	2,534	1,465	1,601
37,000	-	37,999	381	6,182	2,318	2,583	1,555
38,000	-	38,999	5,156	683	6,247	2,165	1,666
39,000	-	39,999	1,327	6,585	937	6,687	3,155
40,000	-	40,999	1,523	971	4,486	370	5,252
41,000	-	41,999	1,006	1,649	3,192	6,874	699
42,000	-	42,999	1,264	1,230	824	1,015	6,501
43,000	-	43,999	1,128	746	2,021	865	1,366
44,000	-	44,999	2,287	1,632	308	2,066	1,176
45,000	-	45,999	832	1,367	1,296	465	1,391
46,000	-	46,999	182	1,726	1,915	1,996	1,059
47,000	-	47,999	2,355	528	1,624	1,182	1,168
48,000	-	48,999	581	1,987	903	1,553	1,176
49,000	-	49,999	1,244	539	183	914	1,557

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<b><u>Salary Range</u></b>			<b><u>1997-98</u></b>	<b><u>1998-99</u></b>	<b><u>1999-00</u></b>	<b><u>2000-01</u></b>	<b><u>2001-02</u></b>
\$50,000	-	50,999	433	1,276	2,349	237	928
51,000	-	51,999	1,715	319	512	2,297	186
52,000	-	52,999	281	454	1,294	535	2,040
53,000	-	53,999	408	2,120	680	1,733	1,029
54,000	-	54,999	365	125	1,510	256	1,224
55,000	-	55,999	143	505	502	997	200
56,000	-	56,999	886	231	182	1,129	971
57,000	-	57,999	302	252	522	139	1,124
58,000	-	58,999	261	920	163	536	138
59,000	-	59,999	110	331	165	195	498
60,000	-	60,999	154	263	1,047	174	116
61,000	-	61,999	182	209	544	1,073	243
62,000	-	62,999	82	76	93	307	835
63,000	-	63,999	456	175	202	299	462
64,000	-	64,999	124	506	251	173	260
65,000	-	65,999	76	54	56	120	153
66,000	-	66,999	100	138	503	208	123
67,000	-	67,999	24	93	34	83	240
68,000	-	68,999	94	112	181	492	85
69,000	-	69,999	26	41	101	126	450
70,000	-	70,999	95	96	81	149	47
71,000	-	71,999	102	35	63	101	187
72,000	-	72,999	46	95	91	46	85
73,000	-	73,999	30	110	39	97	83
74,000	-	74,999	22	24	29	27	39
75,000	-	75,999	38	56	113	54	93
76,000	-	76,999	87	21	100	92	41
77,000	-	77,999	164	28	48	144	40
78,000	-	78,999	24	76	36	39	84
79,000	-	79,999	28	167	30	29	158
80,000	-	80,999	60	32	32	34	20
81,000	-	81,999	21	37	200	30	34
82,000	-	82,999	198	71	45	76	22
83,000	-	83,999	20	18	26	163	29
84,000	-	84,999	12	25	40	35	65
85,000	-	85,999	11	214	75	28	162
86,000	-	86,999	10	16	21	89	32
87,000	-	87,999	32	9	211	37	28
88,000	-	88,999	64	10	10	27	82
89,000	-	89,999	5	12	23	218	29
90,000	-	90,999	5	104	11	11	28
91,000	-	91,999	4	5	12	34	216
92,000	-	92,999	14	3	36	12	18
93,000	-	93,999	5	3	71	8	16
94,000	-	94,999	22	3	4	26	4

**EMPLOYEE DISTRIBUTION BY SALARY - STATEWIDE (Continued)**

<u>Salary Range</u>	<u>1997-98</u>	<u>1998-99</u>	<u>1999-00</u>	<u>2000-01</u>	<u>2001-02</u>
\$95,000 - 95,999	35	4	7	90	17
96,000 - 96,999	3	7	6	5	24
97,000 - 97,999	18	25	34	0	95
98,000 - 98,999	0	36	7	8	3
99,000 - 99,999	1	8	5	31	3
100,000 - 100,999	0	21	19	8	11
101,000 - 101,999	9	1	36	6	28
102,000 - 102,999	0	1	8	17	10
103,000 - 103,999	0	0	24	35	3
104,000 - 104,999	0	9	0	15	14
105,000 - 105,999	0	0	1	23	35
106,000 - 106,999	0	2	1	0	1
107,000 - 107,999	4	0	8	1	40
108,000 - 108,999	0	0	1	1	1
109,000 - 109,999	0	0	2	10	1
110,000 - 110,999	2	0	1	1	1
111,000 - 111,999	1	5	1	1	1
112,000 - 112,999	0	0	0	3	8
113,000 - 113,999	0	1	0	0	1
114,000 - 114,999	0	1	5	0	0
115,000 - 115,999	0	0	0	0	0
116,000 - 116,999	100	0	0	5	0
117,000 - 117,999	1	1	1	0	0
118,000 - 118,999	0	0	0	0	0
119,000 - 119,999	0	94	0	3	5
120,000 - 120,999	0	0	0	1	0
121,000 - 121,999	0	0	0	0	0
122,000 - 122,999	22	0	0	0	2
123,000 - 123,999	13	0	74	0	0
124,000 - 124,999	62	0	0	0	0
125,000 - 125,999	15	0	0	62	0
126,000 and above	6	124	115	114	167
<b>STATEWIDE TOTAL</b>	<b>60,027</b>	<b>61,399</b>	<b>62,496</b>	<b>61,936</b>	<b>58,429</b>

Median Salary: \$41,864

Average Salary: \$43,893

Source: Prior to fiscal year 1998-99, KA7248P01 for the last pay period in each fiscal year. Starting in Fiscal year 2000-01, MAIN, MIDB HWF39A and HWF402.

**CLASSIFIED EMPLOYEE BENEFITS AS A PERCENTAGE OF BASE PAYROLL**  
**(Employer Contributions)**  
**Fiscal Years 1997-98 through 2001-02**

	1997-98	1998-99	1999-00	2000-01	2001-02
<b>Legally Required Payments</b>					
FICA	7.30 %	7.30 %	7.32 %	7.33 %	7.27 %
Unemployment Compensation	.24	.14	.15	.16	.30
Workers Compensation	1.76	1.63	1.61	1.80	1.91
<b>Total Legally Required Payments</b>	<b>9.30 %</b>	<b>9.07 %</b>	<b>9.08 %</b>	<b>9.29 %</b>	<b>9.48 %</b>
<b>Group Insurance</b>					
State Health Plan	3.95 %	6.64 %	6.75 %	7.41 %	7.37 %
Health Maintenance Organization	3.83	3.92	4.20	4.84	5.04
Dental	1.30	1.25	1.38	1.61	1.50
Vision	.23	.22	.21	.23	.28
Life	.80	.81	.99	.95	.96
Long Term Disability	1.44	1.43	1.42	1.41	.88
Flexible Benefits Allowance/Recovery	.08	.08	.09	.09	.09
<b>Total Group Insurance</b>	<b>11.63 %</b>	<b>14.35 %</b>	<b>15.04 %</b>	<b>16.54 %</b>	<b>16.12 %</b>
<b>Other Cash Payments</b>					
Terminal Annual & Sick Leave	.96 %	.92 %	.98 %	.99 %	.75 %
Terminal Longevity Payments	.01	.01	.01	.02	.01
Professional Development	.06	.05	.05	.05	.05
Uniforms and Dry Cleaning	.15	.15	.14	.14	.15
<b>Total Other Cash Payments</b>	<b>1.18 %</b>	<b>1.13 %</b>	<b>1.18 %</b>	<b>1.20 %</b>	<b>.96 %</b>
<b>Pension and Deferred Items</b>					
Retirement or Pension Plans	11.46 %	11.24 %	11.53 %	14.14 %	13.55 %
FICA for Early Out Retirees	.03	.03	.03	.03	.02
Defined Contribution Pension Plan	.37	.81	1.09	1.26	1.37
<b>Total Pension and Deferred Items</b>	<b>11.86</b>	<b>12.08</b>	<b>12.65</b>	<b>15.43</b>	<b>14.94</b>
<b>Total Employee Benefits</b>	<b>33.97 %</b>	<b>36.63 %</b>	<b>37.95 %</b>	<b>42.46 %</b>	<b>41.50 %</b>

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year.

Source: MAIN DAFR 6940 191OFB (11/08/02)



**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING SEPTEMBER 28, 2002**

Department	Total Employees	Health						Dental						Vision	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	664	292	44%	258	39%	11	2%	542	82%	18	3%	3	0%	568	86%
ATTORNEY GENERAL	514	245	48%	227	44%	8	2%	470	91%	17	3%	1	0%	492	96%
AUDITOR GENERAL	172	45	26%	104	60%	6	3%	147	85%	4	2%	1	1%	152	88%
CAREER DEVELOPMENT	1,058	580	55%	369	35%	38	4%	948	90%	35	3%	14	1%	996	94%
CIVIL RIGHTS	162	88	54%	65	40%	1	1%	145	90%	9	6%	0	0%	153	94%
CIVIL SERVICE	195	67	34%	106	54%	1	1%	174	89%	4	2%	0	0%	178	91%
COMMUNITY HEALTH	5,116	2,877	56%	1,813	35%	66	1%	4,632	91%	131	3%	15	0%	4,779	93%
CONSUMERS & INDUSTRY SERVICES	3,586	1,722	48%	1,500	42%	72	2%	3,129	87%	157	4%	19	1%	3,297	92%
CORRECTIONS	17,576	10,912	62%	5,503	31%	157	1%	16,251	92%	370	2%	47	0%	16,681	95%
EDUCATION	379	164	43%	160	42%	9	2%	331	87%	5	1%	4	1%	342	90%
ENVIRONMENTAL QUALITY	1,499	593	40%	769	51%	30	2%	1,353	90%	30	2%	9	1%	1,398	93%
EXECUTIVE OFFICE	49	14	29%	30	61%	0	0%	43	88%	2	4%	0	0%	45	92%
FAMILY INDEPENDENCE AGENCY	11,920	6,476	54%	4,635	39%	165	1%	10,874	91%	411	3%	54	0%	11,334	95%
HISTORY ARTS AND LIBRARIES	318	91	29%	110	35%	1	0%	199	63%	6	2%	0	0%	204	64%
MANAGEMENT & BUDGET	1,716	544	32%	916	53%	32	2%	1,442	84%	50	3%	9	1%	1,501	87%
MILITARY AFFAIRS	960	438	46%	443	46%	22	2%	903	94%	3	0%	1	0%	909	95%
NATURAL RESOURCES	2,680	1,202	45%	425	16%	42	2%	1,617	60%	15	1%	13	0%	1,638	61%
STATE	2,017	878	44%	828	41%	34	2%	1,686	84%	60	3%	11	1%	1,763	87%
STATE POLICE	3,077	2,280	74%	642	21%	28	1%	2,908	95%	41	1%	6	0%	2,957	96%
TRANSPORTATION	3,109	1,508	49%	1,241	40%	53	2%	2,744	88%	53	2%	13	0%	2,814	91%
TREASURY	1,662	614	37%	846	51%	45	3%	1,431	86%	71	4%	17	1%	1,522	92%
<b>STATEWIDE TOTALS:</b>	<b>58,429</b>	<b>31,630</b>	<b>54%</b>	<b>20,990</b>	<b>36%</b>	<b>821</b>	<b>1%</b>	<b>51,969</b>	<b>89%</b>	<b>1,492</b>	<b>3%</b>	<b>237</b>	<b>0%</b>	<b>53,723</b>	<b>92%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

**ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**PAY PERIOD ENDING SEPTEMBER 28, 2002**

Department	Total Employees	Disability Insurance				Life Insurance				Long Term Care Insurance	
		Aetna	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	664	498	75%	0	0%	552	83%	44	7%	111	17%
ATTORNEY GENERAL	514	470	91%	0	0%	479	93%	33	6%	115	22%
AUDITOR GENERAL	172	138	80%	0	0%	130	76%	38	22%	40	23%
CAREER DEVELOPMENT	1,058	951	90%	0	0%	951	90%	90	9%	202	19%
CIVIL RIGHTS	162	144	89%	0	0%	142	88%	20	12%	31	19%
CIVIL SERVICE	195	175	90%	0	0%	169	87%	16	8%	66	34%
COMMUNITY HEALTH	5,116	4,719	92%	0	0%	4,829	94%	237	5%	638	12%
CONSUMERS & INDUSTRY SERVICES	3,586	3,084	86%	0	0%	3,264	91%	252	7%	681	19%
CORRECTIONS	17,576	16,624	95%	0	0%	16,936	96%	594	3%	1,119	6%
EDUCATION	379	321	85%	0	0%	348	92%	28	7%	93	25%
ENVIRONMENTAL QUALITY	1,499	1,300	87%	0	0%	1,350	90%	122	8%	265	18%
EXECUTIVE OFFICE	49	18	37%	0	0%	47	96%	2	4%	6	12%
FAMILY INDEPENDENCE AGENCY	11,920	11,075	93%	0	0%	11,150	94%	748	6%	1,851	16%
HISTORY ARTS AND LIBRARIES	318	175	55%	0	0%	193	61%	22	7%	60	19%
MANAGEMENT & BUDGET	1,716	1,377	80%	0	0%	1,499	87%	104	6%	279	16%
MILITARY AFFAIRS	960	799	83%	0	0%	909	95%	38	4%	68	7%
NATURAL RESOURCES	2,680	1,522	57%	0	0%	1,673	62%	124	5%	235	9%
STATE	2,017	1,547	77%	0	0%	1,718	85%	127	6%	311	15%
STATE POLICE	3,077	2,734	89%	1,983	64%	0	0%	118	4%	266	9%
TRANSPORTATION	3,109	2,621	84%	0	0%	2,734	88%	218	7%	358	12%
TREASURY	1,662	1,454	87%	0	0%	1,496	90%	118	7%	277	17%
<b>STATEWIDE TOTALS:</b>	<b>58,429</b>	<b>51,746</b>	<b>89%</b>	<b>1,983</b>	<b>3%</b>	<b>50,569</b>	<b>87%</b>	<b>3,093</b>	<b>5%</b>	<b>7,072</b>	<b>12%</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

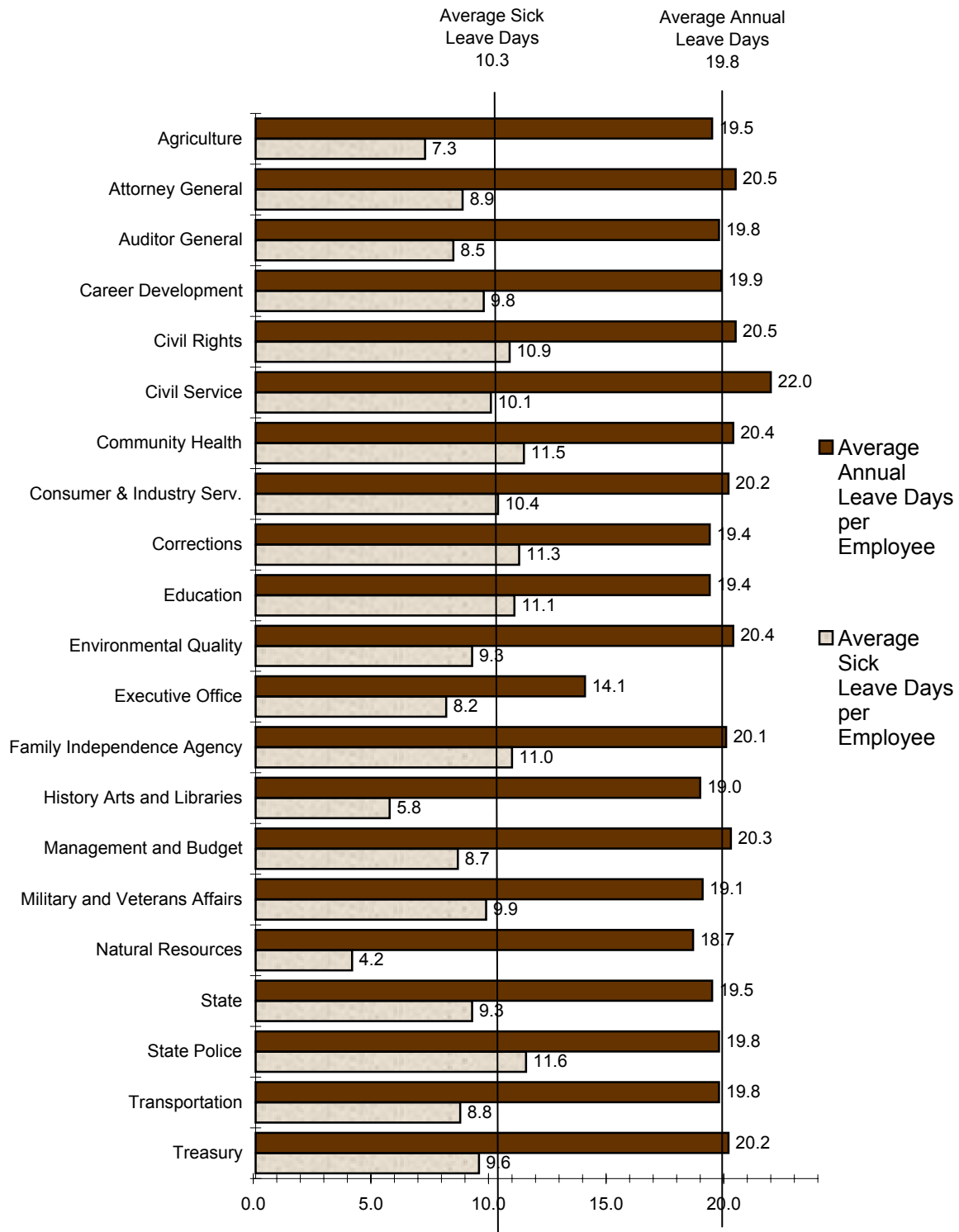
**STATE CLASSIFIED EMPLOYEE  
VACATION, HOLIDAY, AND SICK LEAVE PAY  
AS A PERCENTAGE OF BASE PAYROLL  
Fiscal Years 1997-98 through 2001-02**

	1997-98	1998-99	1999-00	2000-01	2001-02
<b>VACATION</b>	7.3 %	7.4 %	7.4 %	7.5 %	7.5 %
<b>HOLIDAY</b>	4.6	4.6	4.6	4.6	4.6
<b>SICK LEAVE</b>	3.4	3.6	3.6	3.7	4.0
<b>TOTAL</b>	15.3 %	15.6 %	15.6 %	15.8 %	16.1 %

Note: Base payroll consists of all salary and wages, overtime, compensatory time, deferred hours, annual leave, and sick leave paid during the fiscal year. In FY1993-94, personal leave and school leave paid as well as lump sum payments and annual longevity payments were added to the Base Payroll Figure. Vacation is a combination of annual leave and personal leave used. Starting in FY2001-02, sick leave included sick leave

Source: MAIN DAFR 6940.

**ANNUAL LEAVE AND SICK LEAVE USAGE BY HRS DEPARTMENT**  
**Fiscal Year 2001-02**



Source: MAIN MIDB Civil Service HWF28 and HWF31, pay period ending 9-28-02.

**STATE CLASSIFIED EMPLOYEE  
AVERAGE SICK LEAVE AND ANNUAL LEAVE USAGE  
Fiscal Year 2001-02**

<b>DEPARTMENT</b>	<b>AVERAGE SICK LEAVE DAYS PER EMPLOYEE</b>	<b>AVERAGE ANNUAL LEAVE DAYS PER EMPLOYEE</b>	<b>TOTAL AVERAGE DAYS PER EMPLOYEE</b>
Agriculture	7.3	19.5	26.8
Attorney General	8.9	20.5	29.4
Auditor General	8.5	19.8	28.3
Career Development	9.8	19.9	29.7
Civil Rights	10.9	20.5	31.4
Civil Service	10.1	22.0	32.1
Community Health	11.5	20.4	31.9
Consumer & Industry Serv.	10.4	20.2	30.6
Corrections	11.3	19.4	30.7
Education	11.1	19.4	30.5
Environmental Quality	9.3	20.4	29.7
Executive Office	8.2	14.1	22.3
Family Independence Agency	11.0	20.1	31.1
History Arts and Libraries	5.8	19.0	24.8
Management and Budget	8.7	20.3	29.0
Military and Veterans Affairs	9.9	19.1	29.0
Natural Resources	4.2	18.7	22.9
State	9.3	19.5	28.8
State Police	11.6	19.8	31.4
Transportation	8.8	19.8	28.6
Treasury	9.6	20.2	29.8
<b>STATEWIDE AVERAGE</b>	<b>10.3</b>	<b>19.8</b>	<b>30.1</b>

**STATE CLASSIFIED EMPLOYEE  
SICK LEAVE USAGE COMPARISON  
(Average Days Per Employee)**

**Fiscal Years 1997-98 through 2001-02**

<b>DEPARTMENT</b>	<b>1997-98</b>	<b>1998-99</b>	<b>1999-00</b>	<b>2000-01</b>	<b>2001-02</b>
Agriculture	7.9	9.3	8.8	6.2	7.3
Attorney General	8.2	8.7	9.5	9.2	8.9
Auditor General	8.3	7.8	10.5	7.9	8.5
Career Development	--	--	--	9.3	9.8
Civil Rights	9.6	11.1	10.7	10.2	10.9
Civil Service	9.7	10.1	10.0	8.9	10.1
Community Health	10.4	10.8	11.0	10.9	11.5
Consumer and Industry Services	9.4	9.5	9.9	9.4	10.4
Corrections	10.4	10.9	11.0	10.0	11.3
Education	8.5	9.7	8.0	8.2	11.1
Environmental Quality	9.0	9.4	9.3	8.4	9.3
Executive Office	6.8	5.7	5.9	6.1	8.2
Family Independence Agency	9.8	10.3	10.5	10.2	11.0
History Arts and Libraries	--	--	--	--	5.8
Management and Budget	9.0	9.2	9.2	7.9	8.7
Military and Veterans Affairs	10.6	10.6	10.6	10.1	9.9
Natural Resources	7.8	8.6	8.7	3.6	4.2
State	9.5	10.3	10.5	8.8	9.3
State Police	9.0	8.7	9.4	8.5	11.6
Transportation	8.7	9.0	9.4	8.1	8.8
Treasury	9.8	9.8	9.9	8.2	9.6
<b>STATEWIDE AVERAGE</b>	<b>9.8</b>	<b>10.2</b>	<b>10.4</b>	<b>9.3</b>	<b>10.3</b>

Source: Main, MIDB Civil Service HWF28, for the last full pay period in each fiscal year.

**SICK LEAVE USAGE ANALYSIS BY HRS DEPARTMENT**  
**FROM PAY PERIOD BEGINNING SEP 30, 2001 TO PERIOD ENDING SEP 28, 2002**

Table 2-8

DEPARTMENT NAME	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGGE DAYS PER EMPLOYEE
AGRICULTURE	772	45,262.4	58.6	7.3
ATTORNEY GENERAL	556	39,668.1	71.3	8.9
AUDITOR GENERAL	181	12,307.4	68.0	8.5
CAREER DEVELOPMENT	1,171	91,980.4	78.5	9.8
CIVIL RIGHTS	188	16,468.7	87.6	10.9
CIVIL SERVICE	223	18,025.0	80.8	10.1
COMMUNITY HEALTH	6,121	564,396.0	92.2	11.5
CONSUMERS & INDUSTRY SERVICES	4,138	342,859.3	82.9	10.4
CORRECTIONS	19,134	1,735,511	90.7	11.3
EDUCATION	428	38,037.5	88.9	11.1
ENVIRONMENTAL QUALITY	1,628	120,704.3	74.1	9.3
EXECUTIVE OFFICE	64	4,219.6	65.9	8.2
FAMILY INDEPENDENCE AGENCY	13,873	1,218,430	87.8	11.0
HISTORY ARTS AND LIBRARIES	367	17,028.0	46.4	5.8
MANAGEMENT & BUDGET	2,001	139,420.9	69.7	8.7
MILITARY AFFAIRS	1,093	86,623.4	79.3	9.9
NATURAL RESOURCES	3,850	128,894.4	33.5	4.2
STATE	2,345	175,284.5	74.7	9.3
STATE POLICE	3,300	307,332.9	93.1	11.6
TRANSPORTATION	3,643	257,035.5	70.6	8.8
TREASURY	2,051	157,140.8	76.6	9.6
<b>GRAND TOTAL</b>	<b>67,127</b>	<b>5,516,630.8</b>	<b>82.2</b>	<b>10.3</b>

Note: The number of employees in this report includes those who separated during the fiscal year, if they used sick leave during the period.  
This report includes sick leave hours paid at separation.

# ANNUAL LEAVE AND DEFERRED HOURS USAGE ANALYSIS BY HRS DEPARTMENT

Pay Period Ending September 28, 2002

HRS DEPARTMENT NAME	A N N U A L L E A V E				D E F E R R E D H O U R S			
	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE	NUMBER OF EMPLOYEES	FISCAL YEAR TOTAL HOURS USED	AVERAGE HOURS PER EMPLOYEE	AVERAGE DAYS PER EMPLOYEE
AGRICULTURE	600	93,560	155.9	19.5	1	29.5	29.5	3.7
ATTORNEY GENERAL	527	86,514	164.2	20.5	3	145.5	48.5	6.1
AUDITOR GENERAL	172	27,283	158.6	19.8	2	80.5	40.3	5.0
CAREER DEVELOPMENT	1,058	168,382	159.2	19.9	5	238.0	47.6	6.0
CIVIL RIGHTS	160	26,272	164.2	20.5	0	0.0	0.0	0.0
CIVIL SERVICE	190	33,557	176.6	22.1	4	204.1	51.0	6.4
COMMUNITY HEALTH	5,139	838,599	163.2	20.4	20	779.9	39.0	4.9
CONSUMERS & INDUSTRY SERVICES	3,515	567,408	161.4	20.2	34	1,526.9	44.9	5.6
CORRECTIONS	18,059	2,800,783	155.1	19.4	52	1,502.9	28.9	3.6
EDUCATION	384	59,788	155.7	19.5	5	185.1	37.0	4.6
ENVIRONMENTAL QUALITY	1,491	243,552	163.3	20.4	7	271.2	38.7	4.8
EXECUTIVE OFFICE	59	6,677	113.2	14.1	0	0.0	0.0	0.0
FAMILY INDEPENDENCE AGENCY	12,119	1,951,535	161.0	20.1	83	2,648.6	31.9	4.0
HISTORY ARTS AND LIBRARIES	219	33,267	151.9	19.0	0	0.0	0.0	0.0
MANAGEMENT & BUDGET	1,650	267,969	162.4	20.3	6	177.3	29.6	3.7
MILITARY AFFAIRS	949	144,878	152.7	19.1	2	40.0	20.0	2.5
NATURAL RESOURCES	1,796	269,308	149.9	18.7	3	59.0	19.7	2.5
STATE	1,906	297,311	156.0	19.5	4	68.2	17.1	2.1
STATE POLICE	3,160	500,765	158.5	19.8	1	55.0	55.0	6.9
TRANSPORTATION	2,945	467,126	158.6	19.8	8	353.2	44.2	5.5
TREASURY	1,642	265,806	161.9	20.2	13	659.9	50.8	6.3
<b>STATEWIDE</b>	<b>57,740</b>	<b>9,150,339</b>	<b>158.5</b>	<b>19.8</b>	<b>253.0</b>	<b>9,024.8</b>	<b>35.7</b>	<b>4.5</b>

Note: This report includes both annual leave and personal leave paid at separation.

MAIN MIDB CIVIL SERVICE WORKFORCE 31

REPORT SEQUENCE: HRS DEPT\_DESC

TABLES USED: HRM\_EMPLOYEES, PROFILE\_HRS\_PAY\_PERIOD



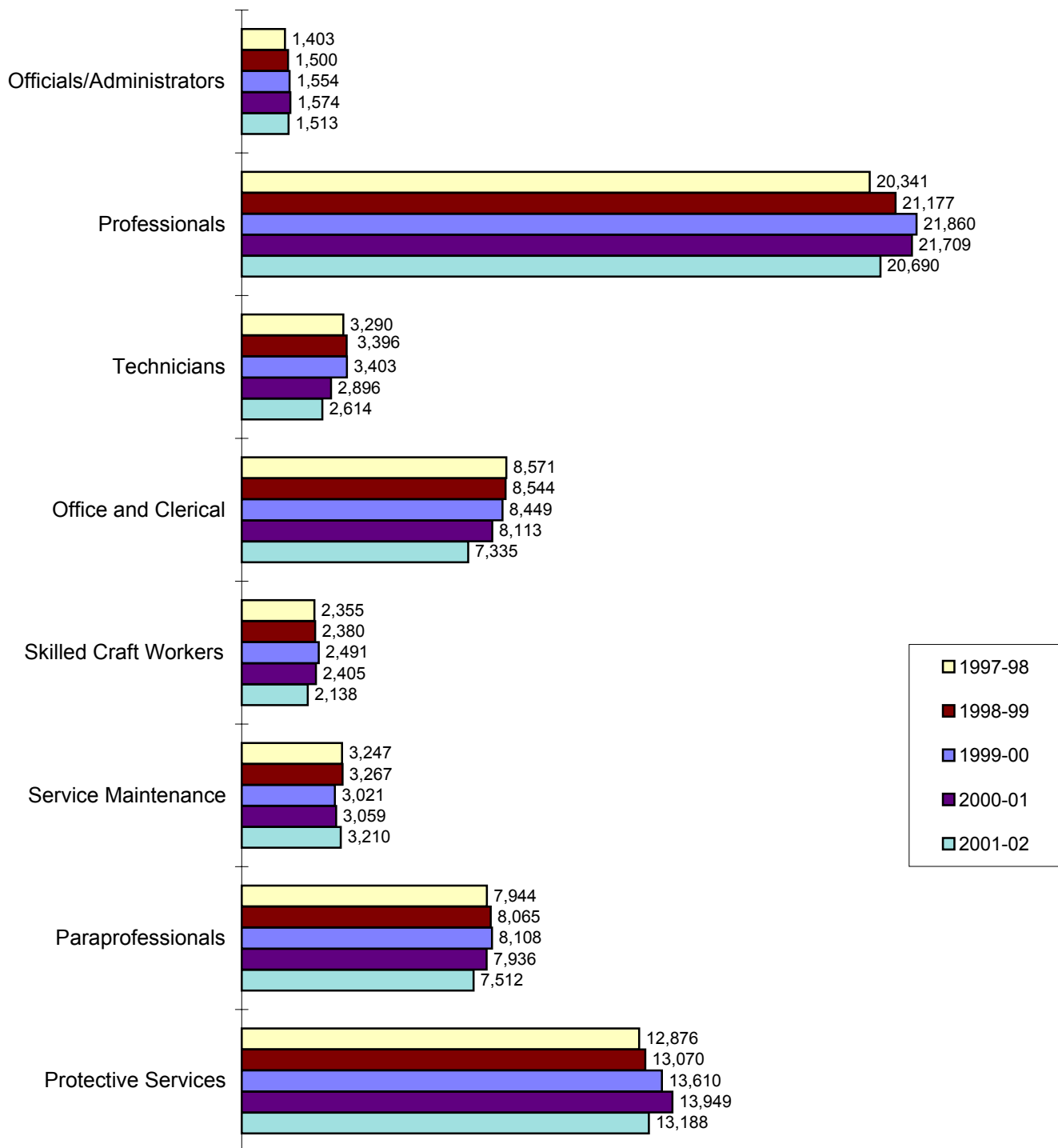
# AGE DISTRIBUTION FOR CLASSIFIED EMPLOYEES BY HRS DEPARTMENT AND STATEWIDE

PAY PERIOD ENDING SEP 28, 2002

HRS DEPARTMENT	19 & UNDER	20 - 24	25 - 29	30 - 34	35 - 39	40 - 44	45 - 49	50 - 54	55 - 59	60 - 64	65 - 69	70 & OVER	TOTAL
AGRICULTURE	2	42	39	39	71	104	138	123	64	30	11	1	664
ATTORNEY GENERAL	0	1	16	39	50	67	111	119	77	28	4	2	514
AUDITOR GENERAL	1	11	29	24	30	24	21	20	12	0	0	0	172
CAREER DEVELOPMENT	1	16	29	60	74	133	211	314	159	51	5	5	1,058
CIVIL RIGHTS	0	3	18	13	16	17	23	42	24	4	1	1	162
CIVIL SERVICE	1	5	9	8	16	30	44	52	23	6	1	0	195
COMMUNITY HEALTH	12	102	161	312	382	758	1,311	1,184	592	212	38	7	5,071
CONSUMER & INDUSTRY SERVICES	7	87	126	198	260	480	755	883	561	166	45	13	3,581
CORRECTIONS	5	336	1,363	2,510	2,942	3,054	3,205	2,599	1,126	268	37	5	17,450
EDUCATION	0	6	12	14	19	52	87	93	71	20	2	3	379
ENVIRONMENTAL QUALITY	0	33	85	127	194	248	363	300	118	20	8	3	1,499
EXECUTIVE OFFICE	0	4	14	8	5	4	5	2	5	2	0	0	49
FAMILY INDEPENDENCE AGENCY	0	154	699	949	990	1,426	2,639	3,186	1,435	342	58	17	11,895
HISTORY ARTS AND LIBRARIES	20	52	16	42	30	31	36	50	28	9	1	3	318
MANAGEMENT & BUDGET	7	89	78	112	168	250	426	355	163	50	12	5	1,715
MILITARY AFFAIRS	3	14	45	85	104	165	202	213	79	35	6	6	957
NATURAL RESOURCES	140	339	212	232	228	328	431	363	222	102	46	32	2,675
STATE	21	106	115	137	213	305	428	437	194	44	10	4	2,014
STATE POLICE	0	79	341	579	577	434	570	324	122	32	4	2	3,064
TRANSPORTATION	15	204	192	282	376	482	606	570	282	72	18	3	3,102
TREASURY	2	42	58	101	186	291	375	350	177	62	15	2	1,661
<b>STATEWIDE TOTAL</b>	<b>237</b>	<b>1,725</b>	<b>3,657</b>	<b>5,871</b>	<b>6,931</b>	<b>8,683</b>	<b>11,987</b>	<b>11,579</b>	<b>5,534</b>	<b>1,555</b>	<b>322</b>	<b>114</b>	<b>58,195</b>
<b>AVERAGE AGE</b>	<b>19.05</b>	<b>22.97</b>	<b>27.74</b>	<b>32.51</b>	<b>37.62</b>	<b>42.59</b>	<b>47.55</b>	<b>52.36</b>	<b>57.01</b>	<b>61.79</b>	<b>66.92</b>	<b>73.85</b>	<b>44.37</b>

**NOTE:** This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

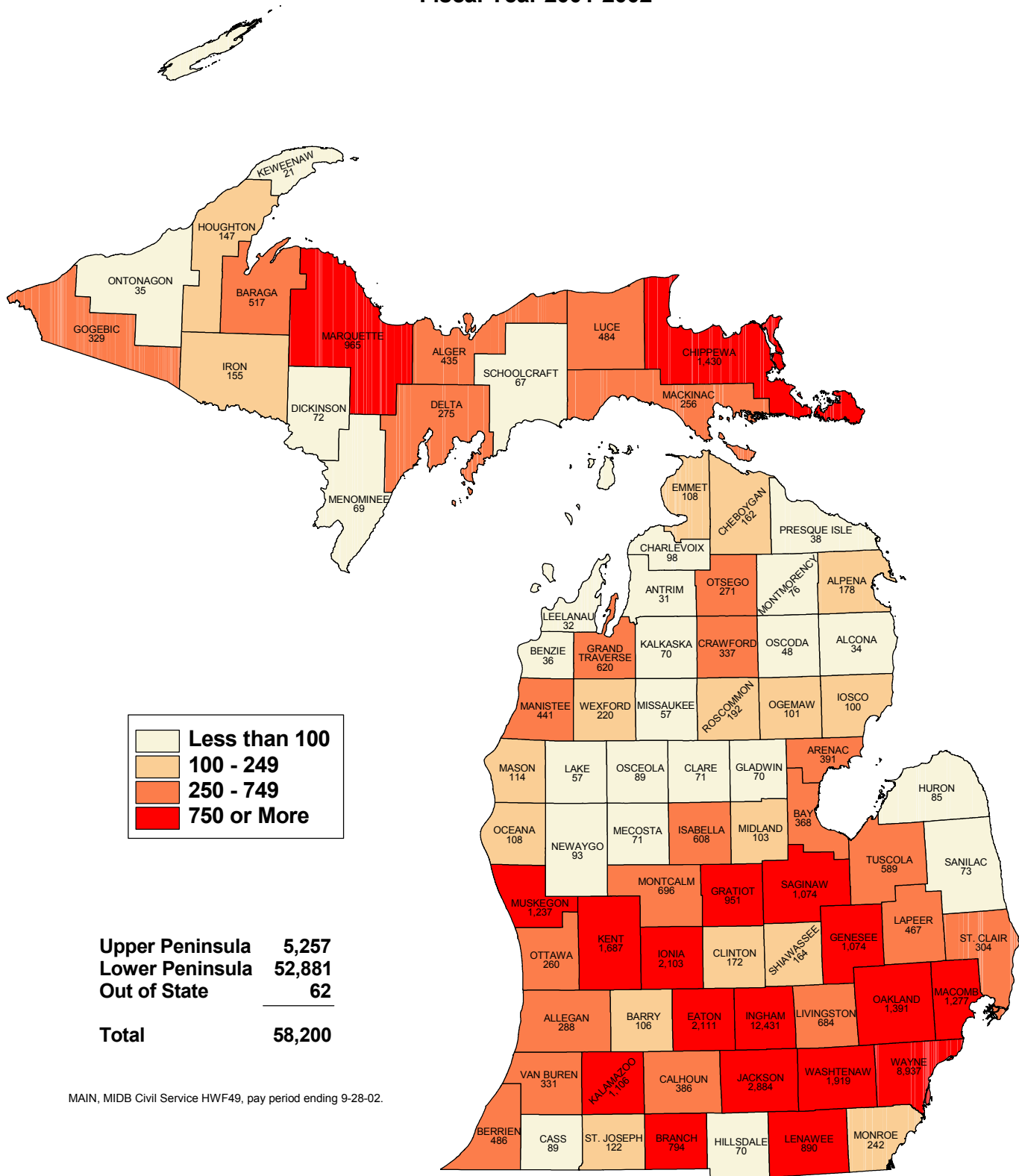
**EMPLOYMENT TREND OF JOB CATEGORIES**  
**Fiscal Years 1997-98 through 2001-02**



2001-02 Grand Total: 58,200

Source: MAIN MIDB Civil Service HWF27, pay period ending 9-28-02.

Graph 2-5



**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY****PAY PERIOD ENDING DATE: SEP 28, 2002**

<b>COUNTY</b>	<b>FULL-TIME</b>	<b>OTHER THAN FULL-TIME</b>	<b>TOTAL EMPLOYEES</b>
ALCONA	20	14	34
ALGER	424	14	438
ALLEGAN	230	58	288
ALPENA	149	29	178
ANTRIM	28	3	31
ARENAC	377	23	400
BARAGA	481	45	526
BARRY	83	23	106
BAY	296	73	369
BENZIE	28	8	36
BERRIEN	404	84	488
BRANCH	776	22	798
CALHOUN	356	31	387
CASS	78	11	89
CHARLEVOIX	37	62	99
CHEBOYGAN	94	69	163
CHIPPEWA	1,351	87	1,438
CLARE	53	18	71
CLINTON	146	26	172
CRAWFORD	242	95	337
DELTA	229	49	278
DICKINSON	59	13	72
EATON	1,939	175	2,114
EMMET	71	37	108
GENESEE	947	130	1,077
GLADWIN	57	13	70
GOGEBIC	312	17	329
GRAND TRAVERSE	559	64	623
GRATIOT	942	20	962
HILLSDALE	62	8	70
HOUGHTON	116	31	147
HURON	53	32	85
INGHAM	10,570	1,878	12,448
IONIA	2,055	73	2,128
IOSCO	56	44	100
IRON	139	17	156
ISABELLA	524	85	609
JACKSON	2,799	102	2,901
KALAMAZOO	997	114	1,111
KALKASKA	58	12	70
KENT	1,522	172	1,694
KEWEENAW	2	19	21
LAKE	54	3	57
LAPEER	437	32	469
LEELANAU	22	10	32
LENAWEE	849	47	896

# ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

PAY PERIOD ENDING DATE: SEP 28, 2002

COUNTY	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LIVINGSTON	555	137	692
LUCE	457	31	488
MACKINAC	143	114	257
MACOMB	1,157	121	1,278
MANISTEE	425	23	448
MARQUETTE	904	62	966
MASON	82	32	114
MECOSTA	65	6	71
MENOMINEE	54	16	70
MIDLAND	98	5	103
MISSAUKEE	51	6	57
MONROE	198	44	242
MONTCALM	678	25	703
MONTMORENCY	47	30	77
MUSKEGON	1,166	73	1,239
NEWAYGO	80	13	93
OAKLAND	1,185	208	1,393
OCEANA	62	46	108
OGEMAW	81	20	101
ONTONAGON	25	10	35
OSCEOLA	73	17	90
OSCODA	37	11	48
OTSEGO	239	32	271
OTTAWA	200	60	260
OUT OF STATE	58	2	60
PRESQUE ISLE	21	17	38
ROSCOMMON	150	43	193
SAGINAW	1,014	61	1,075
SANILAC	60	13	73
SCHOOLCRAFT	41	26	67
SHIAWASSEE	154	10	164
ST CLAIR	231	73	304
ST JOSEPH	109	13	122
STATEWIDE	0	2	2
TUSCOLA	548	51	599
VAN BUREN	268	65	333
WASHTENAW	1,851	83	1,934
WAYNE	8,430	542	8,972
WEXFORD	181	39	220
<b>GRAND TOTAL:</b>	<b>52,261</b>	<b>6,174</b>	<b>58,435</b>

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 55  
 REPORT SEQUENCE: WORK\_COUNTY\_CD\_DESC  
 TABLE USED: HRM\_APPT\_DÉPART